**United Parcel News**
*Contract update*
p. 3

**Freight News**
*Contract campaign begins*
p. 5

**Yager Removed**
*Grievance reform now!*
p. 8

**Carhaul News**
*Victory at QAT*
p. 9

TEAMSTER CONVOY DISPATCH

IBT 109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Oct./Nov. 1993 #127

### Victory in Washington State

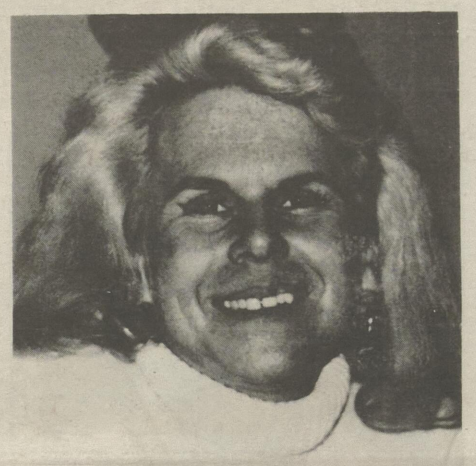
# UPS to Pay Package Car Drivers $12 Million

As UPS Teamsters nationwide continue their fight for a fair contract, a portion of justice is about to be distributed to package car drivers in the state of Washington. Early in 1994, UPS will pay out $12 million, with a share of it going to every UPS package car driver in Washington. Those who have been working steadily over the past six years will be paid up to $10,000 each, before taxes.

The victory is a result of a class-action lawsuit filed by 12 Teamsters who were fed up with being pressured to work off-the-clock, and who filed suit in 1990. The payments represent a settlement, a compromise based on the vast amount of overtime work that management pressured drivers to donate to the corporation.

One of the 12 plaintiffs, Cheryl Sharkey of Longview Local 58, told *Convoy Dispatch* how it feels to win this victory. "I got involved because I knew we were right. And I figured, if I don't do it, who will?" Sharkey is a long-time member of TDU, as is Connie McArthur of Seattle Local 174, whom Sharkey credits with doing a tremendous job of getting the word out early in the effort.

Sharkey emphasizes that it was a team effort. "I contributed a little part to making it a success, as all the plaintiffs have, and other Teamsters, too." It was a rank and file effort, she said. In the beginning no locals were backing the plaintiffs. After the 1991 election in Seattle Local 174, however, the new secretary-treasurer, Bob Hasegawa, backed the lawsuit, as did the new IBT small parcel director, Mario Perrucci.



**Cheryl Sharkey, Local 58**

#### Basis of Lawsuit

The lawsuit was filed in November 1990 under Washington state wage and hour laws. The claim was that UPS management knew without a doubt that package car drivers were routinely working off-the-clock (before clocking in, during lunch, or after clocking out).

Management originally claimed the practice did not occur (!) but overwhelming evidence obtained in the case forced them to change tactics. The evidence included time study reports, OJS (supervisors riding with drivers) reports, and testimony from drivers and management.

By early 1993, management was on the defensive, and agreed to a mediation process, which led to the settlement recently concluded. All members of the class (present and past package car drivers, going back to Nov. 14, 1987) will be notified of a hearing to be held Dec. 14. Payments should be

*continued on page 4*

## Do You Qualify?

*If you are not a TDU member, ask yourself these questions:*

- Do you read *Convoy Dispatch* for news about your union?
- Do you rely on TDU for information on your rights or contract?
- Do you know that TDU fought for years to win Teamsters the Right to Vote and used it to elect a new General Executive Board?
- Do you care about the future of your union?

If you answered YES to *any* of these questions, **you qualify**! You need TDU, and TDU needs you to do your small part by mailing in your application. Use this form to join TDU now.

## JOIN TDU

### TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

❑ Other _____ Optional: Spouse's name _____

❑ $35 one-year's membership & subscription to *Convoy Dispatch*.

❑ $85 three-year membership fee. ($10 shall be rebated to the local chapter.)

❑ $20 for spouses, retirees and Teamsters who gross less than $17,000 a year.

❑ Check or money order

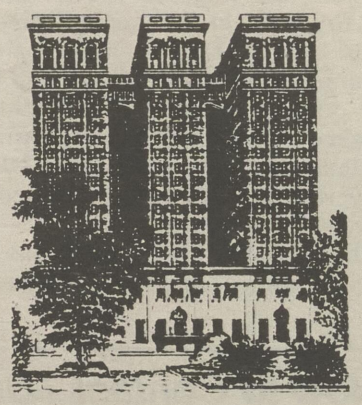
❑ Mastercard/Visa # _____ Exp. date ____/____

Date _____ Signature _____

**Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210**

TDU membership is kept confidential from employers and union officials.
TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

## TDU Rank & File Convention



**Oct. 29-31**
**Westin William Penn**
**Pittsburgh**

**See pages 6 and 7 for more information and to register now.**

**Teamsters for a Democratic Union**
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

# Arizona Jobs With Justice on the March

**Frieda Burgan**
**Secretary-Treasurer, Arizona TDU**
**Ellis Miller**
**Organizer, Jobs with Justice**

Members of the Arizona Chapter of TDU, in conjunction with our newly formed chapter of Jobs with Justice (which is led by TDU member Ellis Miller), have been busy marching. On June 11 we attended a candlelight vigil to protest the privatization of Kino Hospital in Tucson. Most of the hospital's patients are without insurance and cannot afford to go to private hospitals. If the hospital is privatized, these people will be without health care.

On Aug. 28 we joined the Tucson MLK March in support of the 30th anniversary of Martin Luther King's "I Have a Dream" speech.

On Labor Day we were at the Civic Plaza in Phoenix to speak out against NAFTA and for better health care. Some local politicians held Jobs with Justice signs saying "Health Care for All." Even our Local 104 leaders attended this march and cooked hot dogs for the crowd. This was quite a surprise!

Presently we are in the process of boycotting Genesco shoes at J.C. Penney and other stores who sell these shoes across Arizona.

On Oct. 16 we are going to attend a meeting at Arizona State University in conjunction with the Arizona Citizens Action Committee on Health Care. This will be an accountability session for our members of Congress.

By the time we get done marching, we'll all need new shoes. (But not Genescos!)

## *I'll Be There*

*Tom O'Keefe*
*Local 229, CF*
*Scranton, Pa.*

*This will be my 16th TDU Convention, but whether it's your 16th or your first there isn't any better place than the TDU Convention to learn about our union. Among other things the 1994 National Master Freight Agreement will be discussed, plans made, and strategies developed. Any freight Teamster who cares about his wages, pension, and working conditions should make sure to be in Pittsburgh.*

# Local 921 Fights for Kids' Jobs

**Bob Mattingly**
**Local 896, retired**
**Oakland, Calif.**

The Horatio Alger rags-to-riches dreams of 917 youth newspaper carriers, who are mostly minority and immigrant, could be dealt a setback. The San Francisco Newspaper Agency, which handles the business operations for both the *San Francisco Chronicle* and the *Examiner*, intends to fire them and replace them with adults who, as contractors, will have no union protection, wages or benefits.

With the kids gone, the newspapers will then fire 200 Teamster drivers who take the papers to the carriers. Attorney Robert Ballew, a union-busting strategist from the *New York Daily News* strike of 1990, is advising management. Ballew told reporters, "Ronald Reagan was called a 'union-buster' and that's pretty good company."

Newspaper drivers Local 921 is mobilizing its members to save the youth-carrier program, as well as prepare for contract negotiations. Secretary-Treasurer Andy Cirkelis is building a community coalition of youth groups, minority and immigrant advocates, and labor unions, and has secured statements of support from city office holders.

The girls and boys will tell their story and alert the public to the papers' scheme at a Sept. 25 press conference and rally at the papers' front door. Cirkelis says, "The youth carrier delivery system has been a means for young people, most of whom are from poor families, to earn extra money that is often needed for basic survival."

The newspaper drivers union has been targeted by the papers' owners who, says the union, "seek to eliminate our good-paying full-time jobs and replace them with part-time jobs, no benefits, and low-wage positions."

On Aug. 31 Local 921 obtained a U.S. District Court temporary order prohibiting the newspapers from firing the kids pending the outcome of an arbitration to begin Sept. 25. The judge permitted the earlier firing of 61 carriers and the hiring of 10 adults.

# NLRB Overturns Diamond Walnut Decertification Election

In the mid-eighties Diamond Walnut workers, mostly women and minorities, made sacrifices to bring their employer back from the brink of bankruptcy to earn record profits and become a Fortune 500 company. Diamond Walnut repaid its workers' loyalty two years ago when it forced them out on strike and immediately brought in permanent replacements.

With scabs outnumbering striking workers, the company's latest gambit was to try to get the union, Teamsters Local 601, decertified. But even with the numbers in its favor, Diamond Walnut could not play it straight. It engaged in blatently illegal activities to influence the vote, leading the NLRB to overturn the decertification election and order a new one.

The National Labor Relations Act does not allow companies to try to influence an election through bribery or intimidation. But Diamond Walnut couldn't help itself. Among other things it gave free raffle tickets (for a TV and $300 worth of groceries) out to scabs, but not to strikers. It also threatened the scabs that they would lose their jobs if they did not vote to decertify the union. The NLRB overturned the election on four counts of illegal company interference, also noting that management's main witness at the hearing, the head of Human Resources, "was lying" in an attempt to cover up their illegal activity.

## Index

United Parcel News ..... p. 3
Grocery News ..... p. 4
Freight News ..... p. 5
TDU Rank & File Convention ..... pp. 6-7
Inside Our Union ..... p. 8
Carhaul News ..... p. 9
TDU on the Move ..... p. 10
Letters ..... p. 11

## How to Contact TDU

We want to hear from you. Contact us at the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

**National Office:** P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Copyright © 1993 by Teamsters for a Democratic Union. Contents may be reprinted by labor unions or rank and file organizations for use in the promotion of union democracy. Employers and all others may not use these materials without the specific, written permission of Teamsters for a Democratic Union. If material is used, its source, *TDU Convoy Dispatch*, must be cited.

## TDU International Steering Committee

*Co-Chairs:*
Pete Camarata, Detroit Local 299
Dan Campbell, Milwaukee Local 344
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savwoir, Kansas City, Mo., Local 41

*Organizer:*
Ken Paff, Detroit

Trustees:
David Dethrow, St. Louis Local 688
Debra McBride-Smith, Charlotte, N.C., Local 71
Gordy Teller, Seattle Local 741

*Members:*
Bilal Chaka, Long Beach, Calif., Local 692
Earl China, Oklahoma City Local 886
Norma Columbus, Oklahoma City Local 886
Joe Fahey, Watsonville, Calif., Local 912
Judith Kehoe, Providence, R.I., Local 64
Steve MacDonald, Vacaville, Calif., Local 490
Michael Ruscigno, New York Local 138
Rick Smith, Atlanta Local 728
Hank Steger, Houston Local 988

*Alternates:*
Frieda Burgan, Phoenix Local 104 spouse
Dave Kapitula, Wilkes-Barre, Pa., Local 401

## Who We Are

*CONVOY DISPATCH* is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1992 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

## Rank & File Bill of Rights

**I. DEMOCRATIC BY-LAWS.** All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

**II. DIRECT ELECTION OF OFFICERS.** General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

**III. A FAIR GRIEVANCE PROCEDURE.** Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

**IV. PRESERVATION OF WORKING CONDITIONS.** The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

**V. SAFETY AND HEALTH.** We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

**VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK.** Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

**VII. A DECENT PENSION.** Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

**VIII. JUST SALARIES FOR OFFICERS.** A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

**IX. EQUALITY AMONG TEAMSTERS.** Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

**X. END TO DISCRIMINATION.** Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

# UNITED PARCEL SERVICE

## IBT Turns Up Heat With 5-Day Notice

The union on Sept. 22 gave UPS the required five-day notice to cancel the indefinite extension, and negotiations were heading toward a make or break point as *Convoy Dispatch* went to press. With the indefinite extension out of the way, our union is now free to grant limited extensions, or call the rank and file into action.

With bargaining bogging down again, this time on supplemental issues, the union had finally had enough. This echoes the sentiments of thousands of UPS Teamsters who have seen the indefinite extension as a cushion protecting UPS from feeling the full hurt of our 94% strike authorization. Management has used it to assure shippers that the contract will be resolved without a strike. Volume and UPS profits have remained high.

After Mario Perrucci issued the notice, one observer described the atmosphere "like the hotel was on fire, they (UPS) were moving so fast." Said another: "You could see them all with their little calculators out, like they were trying to figure out what their stock would be worth—about a nickel a share!"

The week began with the union chairs of the supplemental bargaining committees reporting unresolved issues to the union's national committee for resolution. Negotiations since our strike authorization have seen progress on some issues—stewards language, loss and damage, company-paid shorts—and a standoff on major issues such as full-time jobs, subcontracting, and the overall economic package, including pensions and H&W contributions. Then came more friction with UPS over the supplements.

Since the strike authorization, management has tried to keep their composure. They still have a low-ball economic offer on the table. By dragging out negotiations, they hope to drain the sap out of us, then sweeten the pot a teeny bit with a new economic offer that they hope we'll jump at, forgetting about major issues, such as our need for more full-time jobs.

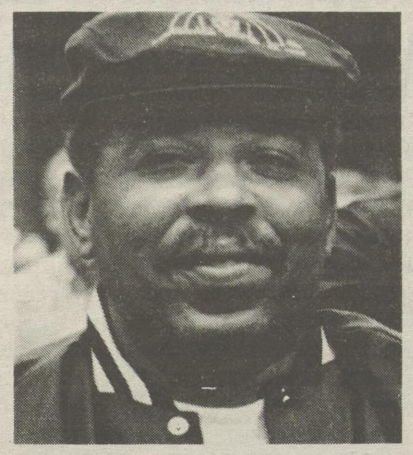
Our union has made every effort to bargain in good faith. But as UPSers know, management's language contains two key words: **Money** and **Power**. By revoking the indefinite extension and with our strike authorization, our union is talking UPS's language.

Membership activity has shown an increased willingness to take on UPS. After the strike vote meeting in Nashville Local 480, many Teamsters asked for a withdrawal slip for their Thrift Plan funds. They were not withdrawing funds at that time, but getting the slip to have it available. Management freaked.

Other members in various areas are asking UPS Teamsters who want to contribute to the United Way to do it independently or through locals, not through UPS.

Other ideas have been raised by members, such as organizing a demonstration of UPSers at negotiations in Washington, D.C., and calling a one-day strike, nationally or selectively, to turn up the heat another notch and get our message to the public.

The time for our greatest bargaining power is coming up and must be used for its maximum impact. UPS has had a very profitable summer. With peak season ahead, it's time to give management ulcers. It will take the creative action and coordination of all levels of our union to do it. UPSers across the country are saying we're behind our union and ready for the signal.



### *I'll Be There*

***James Wright***
***Local 509, UPS***
***Beaufort, S.C.***

*I'll be at the TDU Convention from the Low Country, representing the Beaufort and Hilton Head, S.C., drivers at UPS, to discuss with TDUers from throughout the country issues that affect our jobs. Members in this part of the country voted unanimously to give the International strike authorization. UPSers need to keep up this unity until we win a fair contract.*

# Disaster Creates Golden Opportunity for UPS

**Michael Savwoir**
**Local 41, UPS**
**Kansas City, Mo.**

The flooding of the Missouri and Mississippi river basins this summer offered UPS an opportunity to employ contract brokers to move its designated rail shipments. Once proud to boast that all of its work was done by its own employees, UPS now desires to experiment with this cheaper, less reliable, and most often non-union service.

Although our current contract prohibits the unrestricted use of these contract brokers and owner-operators, UPS is arguing at national negotiations that it needs the flexibility to use outside carriers on its new 3-Day Select service.

The flood waters washed out most bridges and many segments of railroad main lines throughout the Midwest. Hard hit were the high-volume Santa Fe Lines between Kansas City and Chicago. UPS moves approximately 300 trailers daily through Santa Fe's Kansas City facility. At the height of this disaster UPS moved as many as 500 trailers daily to destinations as far as California and Washington state.

While leading its employees to believe that this subcontracting was the work of Santa Fe railroad, UPS employed the Triton Corp. in Cleveland as general contractor, which in turn subcontracted with just about anyone with a truck to do 80% of the work; grain, chicken and high-speed bull haulers were routinely seen pulling UPS loads. The remainder of this work was performed through direct contracts by UPS and Santa Fe.

Rates ranged from 65 cents to $1.25 per mile. Damage to UPS equipment was at an all-time high. Loads were frequently lost, misdirected, or even left on the side of the road by drivers who just learned that another driver, pulling the same load, was earning twice their rate. DOT violations were par for the course. During the height of the crisis UPS managers working 12-hour shifts literally took over Santa Fe's office space, displacing most of Santa Fe's employees. Out of the chaos emerged several reliable contractors, who continue to haul the mail for UPS in blatant violation of the contract.

The 3-Day Select service is one of the sticking points of the current contract negotiations. UPS is insisting on the use of contract carriers, while the union is demanding that UPS work remain in the feeder department. As a compromise, UPS has offered to use union carriers, where possible. Given UPS's "take a mile" track record, we can't give up this inch (see box).

**Effect on Union Jobs**

The insistence of UPS to use contract brokers for the 3-Day Select service poses a great threat to the job security of UPS Teamsters. It would quickly eliminate the need for additional feeder drivers even if UPS chose to "grandfather" its existing drivers. Promotion from delivery to feeder would soon be non-existent, and the opportunity to move from part-time to full-time jobs would no longer be available. The 3-Day Select service, as proposed by UPS, could be its first big step in a non-union direction.

It is imperative for Teamsters to recognize the serious threat posed by the proliferation of non-union contract carriers. But our fight is not with the drivers for these contractors; it is with an industry that conspires to drive wages down and abusive working conditions up. Our mission is to improve and protect the working conditions of our industry. We must also recognize that in the longterm, this can only be done if we organize the unorganized!

### *I'll Be There*

***Pat Franks***
***Local 773 Trustee, UPS***
***Allentown, Pa.***

*This UPS contract campaign has been different from any that's gone before it. For the first time I feel confident that our negotiating committee is really fighting for us. And for the first time the International union is making a real effort to keep the rank and file involved and aware of what's happening.*

*Even though things are still up in the air, whatever happens, the TDU Convention will be critical. We will either be organizing for the final contract push or analyzing our new contract so we can begin to enforce it. There's no better place than the TDU Convention for UPS Teamsters to gather and continue the struggle.*

### Subcontracting Lesson From Kroger

Some years ago, the largest food retailer in the United States started to subcontract out certain road work. These were long runs between their warehouses, which are spread across the East, Midwest and South. The Teamsters negotiated into the master agreement that Kroger would have to use a Teamster-organized carrier.

What happened was a disaster. Kroger then used Howard Baer, and later other carriers, which had a sweetheart Teamster contract far below the union scale for Kroger drivers. Kroger complied with the letter of the contract while getting exactly what it wanted: cheap labor on long hauls. The Teamsters got a loss of hundreds of jobs.

Our union is offering solutions at the bargaining table to deal with the needs of 3-Day Select. A system of overnight A-B-A dispatch lanes bid within the feeder department is an option to consider. Allowing UPS to subcontract out is not.

# GROCERY NEWS

## Kroger, Atlanta Local 528

# Members Bring Charges Over Sweetheart Deal

In Jerry Cook's Atlanta Local 528, if the employers can't get what they want in contract negotiations, there's always the grievance procedure or the backroom sweetheart agreement. Cook's a master at cutting midterm contract deals with the employers and a recent "driver training program for Kroger warehouse employees," signed by one of his business agents after secret "negotiations," is a good example of Cook's handicraft.

In this case Kroger wrote the agreement, making it that much easier on Cook and BA Don Skinner. Charges have been filed with the International union for this violation of the membership's right to vote on their contract and the harm the sweetheart deal will bring to the membership and the union.

"You can't blame Kroger for getting away with all they can get away with, it's up to the union to stop it," said driver steward Ken Hilbish. "Obviously we don't have the proper leadership with the guts it takes to do that."

The agreement violates union principles of seniority rights for warehouse workers and current drivers. Management will exercise "sole discretion of who is best qualified" among warehouse workers to become a "driver-trainee." What criteria will they use? A NOTICE to warehouse employees states: "applicant's work history and success in meeting or exceeding responsibilities"; and, "applicant's communication and behavior characteristics must compliment Kroger Distribution's image to our customers (the stores) and the public." In other words, favoritism will prevail.

The agreement allows management to pull current drivers off their bid runs and "temporarily" assign them as "in-house driver trainers," again with no seniority protections. And it allows management to take away six fuel, yard and shuttle jobs and designate them as training jobs.

In return for these outrageous giveaways, the union membership gets nothing in return. The agreement "in no way restricts the company from hiring outside drivers instead of ... in-house trainees."

The agreement will allow warehouse workers who become trainees to bump back into the warehouse, rather than take a layoff if management decides they're not currently needed as drivers, said steward Hilbish. Essentially the agreement gives management a revolving casual board. If they need you, they can use you – at their sole discretion. "They can yo-yo them back and forth however many times they want," said Hilbish.

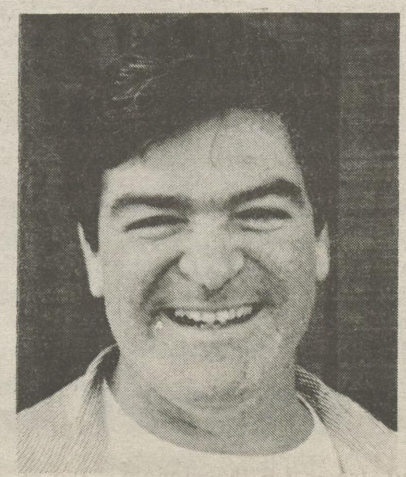
The sweetheart deal follows on the heels of negotiations over a four-year contract that were concluded in October 1992. Kroger Teamsters on Oct. 3 sent a strong message with a 62% rejection of a contract proposal. Then only days after a hotly contested local union election, which many members believe was conducted unfairly, Cook and Skinner conducted another vote on Oct. 19 on virtually the same Kroger proposal. It passed.

### Carhaulers File With EPC

*Convoy Dispatch* also has learned that drivers at Complete Auto Transit (CAT) at Doraville, Ga., have filed charges with the Ethical Practices Committee against Cook and a Local 528 business agent. The charges result from changes made in their local rider that alter the dispatch rules and will likely result in the layoffs of drivers, and that allow the subcontracting out of wash rack, tire rack and office work formerly done by bargaining unit employees.

The local union called a meeting of the Doraville CAT Teamsters on Friday, Aug. 6 "to discuss the future of the terminal." But at the meeting Cook told the drivers they had to approve changes to their work rules or all of their work would go to CAT's Lawrenceville, Ga., terminal and they would end-tail at the bottom of the board. Cook then quickly took a vote in which the changes were approved. The changes were put into effect the next Monday.

During those contract negotiations the parties discussed a driver training program, but an agreement could not be reached. Then, freed from having rank and file members of the negotiating committee looking over his shoulder, Skinner secretly signed the agreement written by Kroger on May 3. The company on Sept. 10 announced its plans to implement the agreement on Oct. 3.



### *I'll Be There*

***Michael Ruscigno***
***Local 138, Key Food***
***Brooklyn, N.Y.***

*Being a grocery selector at Key Food warehouse in Brooklyn, N.Y., I know that the companies just want more and more productivity and it's never enough. But now, with this NIOSH report (on the hazards of productivity schemes), maybe we have a right to tell the companies that they cannot destroy our bodies. I'll be at the TDU Convention to learn more about this. If you don't come, as they say in the aisles, just keep your head down and pick more and more and more.*

## UPS & Downs

### Prework Communication Misinformation.

Management is promoting countless rumors and outright lies as the negotiations drag on. A PCM script written for management to parrot to us at the time of our strike authorization vote stated: "In calling for a strike authorization vote, the Teamsters leadership is asking you to give up your rights. They do not need to ask for your opinion again."

FALSE. We have the right to vote on a proposed contract offer before it becomes our contract. In fact, we will vote on both the national and our supplement.

### Bogus Layoff Lists in NorCal.

In an effort to promote fear among lower seniority drivers, the company is maintaining an artificial layoff list. Since the middle of June, the lowest seniority drivers have been seeing their names followed by "layoff" on the work roster. In truth, except for the days following the Midwest flooding, these drivers have not missed any days because of the ongoing contract negotiations. The LOST VOLUME we have been hearing about is SIMPLY ANOTHER MYTH. Summer months in the Central Valley are traditionally slow before the beginning of the canning season and the start of school. In mid-August, volume begins to increase, and as it does, so does the amount of overtime we have to work, so does the production harassment, and so does the amount of bargaining unit work performed by management. THIS IS WHY WE NEED A STRONG BARN! DON'T FALL FOR THE COMPANY'S PROPAGANDA! SUPPORT YOUR UNION!

*– From The UPS Teamster newsletter, Local 386, Modesto, Calif.*

### *Fortune* Smiles on UPS.

*Fortune* magazine's study of America's Most Admired Corporations ranked UPS first in the transportation industry and 17th overall among 311 companies listed. Fortune also ranks the world's most profitable corporations. Although that ranking does not include transportation companies, if it did UPS's net profits of $765 million in 1992 would have ranked behind 43rd-ranked Atlantic Richfield's $801 million and ahead of 44th-ranked Sara Lee's $761 million. Not bad for a corporation that claims it can't afford more full-time jobs.

### UPS Awards Truck Contract to Ford.

UPS awarded a $26 million contract to Ford Motor Company to build 800 medium- and heavy-duty trucks at its Louisville truck plant. Ford will build another 100 diesel trucks at the same plant under an additional contract valued at about $2.9 million.

# UPS to Pay $12 Million

*continued from page 1*

made shortly thereafter, starting in March 1994. The payments will be between $7 and $8 for each day worked as a package car driver since November 1987.

"The money isn't why we did it," Sharkey explained. It was mainly to get the practice stopped. The settlement victory attempts to accomplish this. There will be three PCM (morning meetings with drivers) to explain in detail that:

- drivers are to be paid for any portion of their lunch hour worked;
- no package car driver shall conduct pre-start sorting of packages;
- no package car driver shall perform any work after clocking out on the DIAD board.

Management will repeat these PCMs every three months for a year and distribute written materials, and produce a video.

### Nationwide Impact?

This victory only covers the state of Washington. But UPS maintains the exact same practice nationwide. We are presently investigating the possibility of extending this victory to other states. State wage and hour laws vary and in some states this very likely will not be possible. A strategy report and full update will be presented to the National UPS Meeting at the TDU Rank & File Convention, Oct. 29-31 in Pittsburgh.

# FREIGHT NEWS

## Carey Meets With Members Over Freight Contract

*IBT President Ron Carey is hitting the road for open meetings with Teamster members as we approach the April 1, 1994, expiration of the NMFA. On Sept. 15 he spoke with about 500 Teamsters in Oklahoma City.*

*Upcoming meetings will be held soon in Denver, Harrisburg, Pa., Memphis, Newark, N.J. and New York, with more to follow around the country. All freight members, and other Teamsters too, are invited to attend and participate.*

*The upcoming freight negotiations are a major challenge, and opportunity, for our union. Success depends on bold leadership and rank and file unity and action. We encourage all Teamsters to be at any "town meeting" Ron Carey holds in your area.*

**DeForest Haskell**
**Local 886, CF steward**
**Oklahoma City**

General President Ron Carey kicked off his face-to-face meetings with freight workers on Sept. 15 in Oklahoma City Local 886. For the first time in the history of the Teamsters, the General President and other International officers are going straight to the rank and file asking for their wants, concerns and needs for the National Master Freight Agreement.

Upon arriving, Carey met with the local volunteer organizing committee to go over some of the organizing projects currently being worked on in the Oklahoma City area. He then went to the meeting hall and was greeted by a full house of rank and filers and their families. Some members had driven from other states to attend.

What a dynamic speaker General President Carey is; tough, knowledgeable, and with a real understanding of the rank and file's concerns. His positive outlook for the future of our union seems to be addictive and carries on with you long afterwards. If there is a meeting in your area you will be doing yourself a disservice if you miss it.

Carey spoke on a number of freight issues, including the no-concessions stance that will be taken into contract negotiations and the smoke screen that the Big Three – Roadway, CF, and Yellow – are using to try and cloud our visions of the truth. It was correctly pointed out during the meeting that the Big Three's main non-union competitors are owned by the Big Three. Double breasting is a major problem in the freight industry today but the rank and file elected the right people to address the problem and do something about it.

Carey also addressed the issue of legislation with the major concern being the North American Free Trade Agreement (NAFTA). He said, "This agreement is the deregulation of the nineties. This is not a union issue or a management issue, not even a non-union issue, but an American issue," at which time he received a standing ovation. The Striker Replacement Bill could pass but if NAFTA also passes and you go on strike the company could simply close its doors and move to Mexico. As we've said in the past, we don't want an unfair advantage, we just want the playing field to be level.

There was a slide presentation which showed facts and figures of today's trucking industry – union and non-union – and the percentage of freight being carried by each.

There was also a question and answer session in which members had the opportunity to ask tough questions on the diversion of work, double breasting, organizing, and a 25-and-out pension benefit. The questions were answered with confidence and knowledge from a man who is ready to negotiate a contract and willing to fight for the rank and file.

Whether you support President Carey or not, or however you voted in the last election, we must stand united in backing our General President 150 percent, for the accomplishments are unlimited if we are united and destruction is total if divided.

### *I'll Be There*

***Mike Konon***
***Local 430, Preston***
***York, Pa.***

*Being that this is my first TDU Convention, I am looking forward to meeting a lot of first-class Teamsters with the same motivation in mind – making our union stronger. After last year's convention, Brother Sid Purdy, a union steward at Preston, said I missed an awful lot. The educational workshops have so much to offer, it's worth the trip just for that alone.*

*I will be looking forward to the freight contract meetings. Since I work for Preston, I'm worried about the corporate flexibility schemes and our upcoming freight contract. See you there in Pittsburgh. And welcome to our home state of Pennsylvania.*

## Democracy Comes to Local 710

"The rank and file have had a victory here in Local 710," said Yellow Freight road driver Calvin Gulett. "We have finally had a chance to elect our stewards, and we used that opportunity to put in a good new group of people."

"The election was very well run," said driver J.B. Masingale. "We need to keep this kind of unity among our members to support our elected stewards." The recent steward elections ushered in four new stewards, including Masingale, to the five stewards positions on Yellow's road board. But this victory did not come easy, nor did it happen overnight. Local 710 members have been trying for years to get elected stewards, and now that they have that opportunity, they are making the most of it.

"Other barns are following our lead and sending in letters calling for stewards elections," said Gulett. "Now that we have democratically elected our stewards, the drivers need to stay behind them and support them in their day-to-day jobs of enforcing the contract."

## The Big Three's Wish List

Freight employers are setting their sights on the NMFA in preparation for the upcoming contract negotiations. TMI, the main employer bargaining group, reportedly held its initial contract proposal meetings on Aug. 5-8. Naturally, the employers' initial proposals to us will be an insulting wish list meant to lower our expectations and divide our ranks. CF provides a good example of what the TMI employers will be targeting this year on their wish list.

CF labor managers A. Simmons, A. Salucci and C. Schalz sent a letter to management at 19 terminals across the country to prepare for the TMI proposal meetings in August. The letter included a list of "concepts," also known as concessionary demands, for their review. Outlined below is a summary of the wish list of proposals drafted by CF division managers used in the letter.

**Local Cartage**

- No obligation to work an employee more than forty hours in a week.
- Reduction of daily guarantee from eight to four hours.
- Reduction of weekly guarantee in 5% increments, 80%, 75%, 70%, etc.
- Schedule any five, eight-hour days in seven.
- Schedule any four, 10-hour days in seven.
- Utilization of four-hour casuals (part-time).
- Daily start times.

**Over-the-Road**

- All drivers allowed to perform their own drop, hook, hostling at any time.
- Free time on breakdowns and impassable highways.
- Allow drivers to be used in either city or road operations.
- Elimination of classification restrictions.
- Road drivers picking/dropping enroute without restrictions.
- Casual road drivers.

Carriers in TMI and other freight employers are gearing up to test our strength and unity in the next round of contract negotiations. It's time for all freight Teamsters to start targeting our agenda for the upcoming contract fight. Get ready for the fall union meetings by preparing your contract proposals and ideas. If you have not done so already, return your TDU freight membership survey.

And plan to attend the National Freight Industry meetings at the TDU Convention, Oct. 29-31, in Pittsburgh.

## Freight Lines

### UPS Targets More LTL Freight.

United Parcel Service recently announced a new discount program aimed at expanding its share of the LTL market. The "Weight Break Pricing" program sets discounts for multiple package shipments of more than 500 pounds. UPS currently has a discount program, the Hundredweight service, for multiple package shipments weighing over 200 pounds. Package size and 70-pound weight restrictions remain unchanged in the new program. In its 1992 report to shareholders, UPS said, "Our analysis shows that up to $6 billion are spent annually on LTL shipments that could be handled by us."

### George Wintz Strikes Again.

George Wintz, head of various Wintz Cos. based in Minneapolis-St. Paul, continues his attacks on Teamster jobs with his most recent acquisition of Elfrink Truck Lines of Advance, Mo. Early in 1991, Wintz took over OK Trucking and Century Motor Freight to create Century-OK Freightways, an LTL carrier in the upper Midwest. Wintz has ignored Teamster seniority in hiring nearly half of the former Elfrink employees. The Teamsters has filed unfair labor practice charges against Wintz and is reported to be considering other actions against this maverick employer.

Wintz purchased five Elfrink terminals on Friday, Aug. 13 and resumed operations on Monday as Wintz Freightways. These terminals are located in Evansville, Ill., Memphis, Tenn., and St. Louis, Kansas City and Cape Girardeau, Mo. Elfrink had operations at 11 terminals in eight states and plans to liquidate its remaining assets.

# CONVENTION SCHEDULE

## Friday

**Registration** *11 a.m. - 5 p.m.*

**Workshops** *1 p.m. - 3 p.m. & 3:30 p.m. - 5:30 p.m.*
The Labor Movement: Our Vision and Theirs
Building TDU in the New Teamsters Union
Other Workshops and Special Presentations

**Coffee Break** *3 p.m. - 3:30 p.m.*

**Spouse Reception** *5:30 p.m. - 6 p.m.*

**Cash Bar and Videos** *5:30 p.m. - 6:30 p.m.*

**Dinner** *6:30 p.m. - 7:30 p.m.*

**General Session: The Challenge of Leadership** *7:30 p.m. - 9 p.m.*
**Chair:** Diana Kilmury, International Vice President
**Speakers:**
Ken Crowe, author of Collision
Ken Paff, TDU National Organizer

**Reception and Cash Bar** *9 p.m. - Midnight*

## Saturday

**Coffee** *7 a.m. - 9:30 a.m.*

**Registration** *8 a.m. - 10 a.m.*

**General Session: Building Our Movement** *9:30 a.m. - Noon*
**Chair:** Pete Camarata, Local 299, Detroit
Panel of Rank & File Speakers
Nominations for TDU International Steering Committee

**Lunch** *Noon - 1 p.m.*

**Workshops** *1 p.m - 3 p.m.*
See workshop listings this page

**Coffee Break** *3 p.m. - 3:30 p.m.*

**General Session: Building Our Future** *3:30 p.m. - 5:30 p.m.*
**Chair:** *Dan Campbell, Organizer, Local 344, Milwaukee*
TDU Financial and Organizational Report
Panel of International Vice Presidents
Report on UPS contract:
Mario Perrucci, International Vice President

**Special Events and Cocktail Hour** *5:30 p.m. - 7:30 p.m.*
Women and People of Color Committee meeting
Retirees meeting
Special Events
Videos
Cash Bar

**Voting for International Steering Committee** *5:30 p.m. - 7:30 p.m.*

**Banquet and Program** *7:30 p.m. - 9 p.m.*
**Speaker:**
Lucio Reyes, Secretary-Treasurer, Local 601, Stockton, Calif.

**Reception and Cash Bar** *9 p.m. - 1 a.m.*

**Voting for International Steering Committee** *10 p.m. - 11 p.m.*

## Sunday

**Coffee** *8 a.m. - 9 a.m.*

**Jurisdictional Meetings** *9 a.m. - 11 a.m.*
Brewery and Beverage
Carhaul
Freight
Grocery and Warehouse
Local Contracts
Spouse Meeting
United Parcel Service

**Lunch** *11 a.m. - noon*

**Workshops** *Noon - 2 p.m.*
See workshop listings this page

**Closing Session** *2 p.m. - 3 p.m.*
**Chair:** Michael Savwoir, Local 41, Kansas City
Introduction of International Steering Committee
Election of TDU Officers

# FRIDAY WORKSHOPS

**BUILDING TDU IN THE NEW TEAMSTERS UNION.** As the Teamsters union has been in transition, so has TDU. The context in which we operate has changed, bringing new opportunities and responsibilities of leadership. How do we now best build a strong TDU and our influence in the Teamsters union?

**THE LABOR MOVEMENT: OUR VISION & THEIRS.** As union reformers, it's important to keep an eye on what sets TDU apart, and to have a perspective on TDU's place in the labor movement. The old guard model is business unionism. TDU's vision is based on democracy and rank and file power, which puts us among the progressive leadership in the labor movement.

**NOTE:** Four workshops from Saturday and Sunday will also be repeated Friday.

# SATURDAY WORKSHOPS

**LEGAL RIGHTS OF UNION STEWARDS.** Attorney Robert Schwartz, the author of "The Legal Rights of Union Stewards," will discuss your rights under the Weingarten rule, the steward's right to information from the company, and NLRB protection from company-imposed unilateral contract changes.

**PRESENT TRENDS IN THE FREIGHT INDUSTRY.** Discussion on the changing state of the freight industry led by experts in the field.

**COOPERATIVE MANAGEMENT SCHEMES: UNDERSTANDING AND RESPONDING TO NEW MANAGEMENT TACTICS.** A look at the latest developments in quality circles, the team concept and other labor-management cooperation programs. How management uses these programs to weaken labor and how Teamsters can respond.

**PREPARING FOR LOCAL UNION OFFICE: UNION FINANCES AND ADMINISTRATION.** Discussion of the nuts and bolts of union administration, finances, staffing and structure. Getting organized to get your programs off the ground.

**LEADERSHIP TRAINING I: BUILDING TDU IN YOUR AREA.** How to build TDU's reputation, recruit members, carry out campaigns and organize effectively. Workshop addresses basics of organizing techniques and overcoming problems. Designed for members who want to see TDU grow and are just starting out.

**THE IBT FINANCIAL CRISIS & SPECIAL CONVENTION.** There will very likely be a special IBT Convention in 1994 to deal with the International union's financial shortfall. Old guard officials claim the problem is the fault of Ron Carey and TDU. A report and discussion on the financial situation and what can be done about it, and plans for a special convention.

**LEGAL PROTECTIONS AGAINST DISCRIMINATION & THE ADA.** The Americans with Disabilities Act (ADA) provides new protections to workers. An explanation of the law and how to use it. In addition, other aspects of federal anti-discrimination laws (race, age, gender, etc.) will be covered.

**REFORMING YOUR LOCAL UNION BYLAWS.** Last year the IBT's Model Local Union Bylaws inspired many rank and filers to attempt to reform their local bylaws. Much was learned from these campaigns. Veterans of these struggles will discuss the do's and don'ts of successful bylaw reform campaigns.

**SAFETY AND HEALTH.** Attorney Arthur Fox, who drafted the Section 405 provisions of the STAA, will lead a discussion on how to effectively use the Whistleblower's Act to prevent the company from victimizing drivers who refuse to drive unsafe equipment or when ill or fatigued.

# SUNDAY WORKSHOPS

**GETTING THE MOST FROM THE GRIEVANCE PROCEDURE.** The basics in writing, researching and presenting grievances. Also, the problems with both the panel system and arbitration, and how to organize on the shop floor to put pressure on the company and union to get a favorable decision.

**YOUR LEGAL RIGHTS ON THE JOB AND IN THE UNION.** A survey of labor law and Teamster rules by an expert, from the viewpoint of Teamster members. A question and answer session will follow, but time will not permit individual case reviews.

**BUILDING A SUCCESSFUL LOCAL UNION LEADERSHIP.** A discussion among local union officers on developing membership involvement and committees, successful education programs, and changing the direction of a local union.

**RUNNING FOR LOCAL UNION OFFICE.** How to run a successful campaign for local office. Proven strategies and tactics from successful candidates; campaign literature, fundraising, literature distribution and more will be covered.

**LEADERSHIP TRAINING II: ESTABLISHING TDU AS A FORCE IN YOUR LOCAL.** You've got TDU members in your area and a commitment from some to build TDU. How do you build on this and become a force for reform in your local union? Workshop includes basics of preparing for union meetings.

**HUMAN RIGHTS IN THE WORKPLACE.** A training session about organizing against discrimination in the workplace to overcome differences and unify our union. Issues such as sexual harassment and race discrimination will be discussed in a participatory format.

**PENSION RIGHTS AND REFORM.** Information on legal rights for members in Teamster health and welfare and pension funds. Organizing for pension reform, better benefits, and retiree rights.

# 1993 TDU RANK & FILE CONVENTION

# Special Convention Events

*Just a few of the special presentations, workshops and events at the Rank & File Convention...*

## The IBT Ethical Practices Committee

An explanation of how the committee functions, with time for questions and answers.

## NAFTA

The fight against NAFTA, and its implications for Teamster jobs, will be discussed by leaders in this vital campaign of workers in three countries.

## Freight Contract Meetings

Two special meetings for freight Teamsters on Saturday and Sunday will prepare strategies for the upcoming National Master Freight Agreement.

## The Family & Medical Leave Act

Attorney Bob Schwartz will give a presentation on the act and its implications for Teamsters.

## Teamster History

IBT history and our role in it, presented by Labor History Professor Nick Salvatore of Cornell University.

## Combatting Warehouse Productivity Schemes

Dr. Sherry Baron will speak on warehouse management productivity schemes. Dr. Baron is one of the authors of the NIOSH report citing injuries to workers because of the push for productivity.

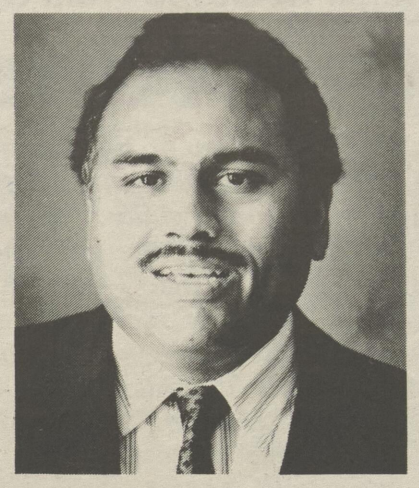
## Spouse Meeting & Reception

Spouses are an important part of TDU. There will be a reception for spouses Friday afternoon, and a special workshop Sunday morning.

## International Vice Presidents

A number of International VPs that ***you elected*** will be at the convention, to help lead such sessions, as will local leaders, strike leaders involved in some of labor's major battles, members of national negotiating committees, labor attorneys, and – most important – plenty of concerned Teamsters like you, and family members too.

***Don't miss this important Teamster event! Use the form below to register now.***



## *I'll Be There*

***John Riojas***
***International VP***
***Western Conference***

*I am honored to be invited to the TDU Convention to speak to Teamsters about the IBT's fight against the North American Free Trade Agreement (NAFTA). I invite all Teamsters who wish to learn more about the evils of NAFTA and what it means to workers on both sides of the border to come and get involved.*

*Hope to see you there!*

## *Convention Info*

**TIME:** The convention will begin at 1 p.m. on Friday, Oct. 29, and adjourn at 3:30 p.m. on Sunday, Oct. 31.

**PLACE:** The Westin William Penn Hotel, 830 William Penn Pl., Pittsburgh.

**REGISTRATION & HOUSING:** Use form at right to reserve through TDU.

**CHILDCARE:** Reserve by Oct. 8.

**TRANSPORTATION:** Shuttle service from the airport provided by Airlines Transportation at cost of $12 one way or $20 round trip. Departs from USAir baggage claim area (lower level) every 30 minutes weekdays, hourly on weekends.

**IF DRIVING:**

**From the North:** From I-79 take Exit 21 to I-279 South. Follow I-279, which turns into 579. Look for 6th Ave./7th Ave./Civic Arena Exit. Take 7th Ave. side of this exit and cross Grant St. Go one block to William Penn Pl. and make a left. Go one block to 6th Ave. Hotel is on corner.

**From the South:** From I-79 take I-279 East. Go through Fort Pitt Tunnel and over Fort Pitt Bridge. Exit straight from bridge. Take Liberty Ave. Exit. Go straight on Liberty to 6th Ave. and take a right. Go three blocks to William Penn Pl. Hotel is on your right.

**From the East:** Take Exit 6 (Rtes. 376/22) from Pennsylvania Turnpike. Go west on 376 (Penn Lincoln Highway). Exit at Grant St. Proceed on Grant past the hotel, turn left on 6th, left onto William Penn Pl.

**Parking** is available at the Mellon Square Garage, across from the hotel.

### Northwest Airlines Discount

Northwest Airlines is the official airline of the TDU Convention. If you fly Northwest you can receive a 5% discount off lowest applicable discount fares or 17% off full coach fare. To get these discounts, you or your travel agent must make reservations by calling 1-800-328-1111 weekdays between 7:30 a.m. and 7:30 p.m. Central time. You must mention TDU WorldFile group ID code NCT8U to receive discounts.

## *TDU Rank & File Convention, Oct. 29-31*

### REGISTER NOW!

Postmark your registration no later than Oct. 8 and receive $10 discount ($5 if for one day). See below for travel discounts that may also apply.

### CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program (cash bar extra).

### HOUSING

Reserve rooms through TDU at special group rate. All rooms $75 per night (tax included), either single or double. If sharing cost of room, please indicate other party.

### CHILDCARE

**Must be reserved by Oct. 8.** Suggested donation of $30 per child to defray costs.

### MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch.*

### DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone _____ Company _____

*If registering for others please include same info.*

\# of people

Fri., Sat. & Sun. $150 x _____ = _____
Sat. & Sun. $105 x _____ = _____
Sat. only $75 x _____ = _____

**Total Registration Cost =** _____

___ Single room
___ Double room (with _____)
❑ Thurs. ❑ Fri. ❑ Sat. ❑ Sun.
\# of nights ___ x $75 = **Housing Cost =** _____

___ # of children **Childcare donation =** _____

❑ $35—one year membership
❑ $85—three year membership
❑ $20—spouses, retirees and Teamsters grossing less than $17,000 per year

**Membership cost =** _____

**TOTAL COSTS =** _____

___ $10 if postmarked by Oct. 8 ($5 if one day)
___ $10 travel over 500 miles one way
___ $20 travel over 800 miles one way

**Total discount =** _____

**Cost minus discounts =** _____

**AMOUNT ENCLOSED =** _____

**BALANCE DUE=** _____

Visa/Mastercard # _____ Exp. date ____/____

Signature _____

**TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.**

# INSIDE OUR UNION

### Yager Removed From Office

# Grievance Reform Must Move Forward

*The chairman of the Central Conference of Teamsters, Jack Yager, was found guilty of undermining reform of the grievance procedure, and the General Executive Board of the Teamsters has ordered him removed from any and all Teamster positions. The action came on Sept. 21 at the GEB meeting.*

*What will happen now, and what the ultimate meaning will be for Teamster members, remains to be played out. TDU believes the time for grievance reform is now.*

*Jack Yager has stood in the way of grievance reform. He's colluded with employers to block it. And he has bragged to the old guard about his traitorous actions. Members concerned about needed changes in grievance panels can rejoice at his departure.*

*But members cannot relax. In fact, it's time to demand of all levels of our union, from locals to the International, action to reform panels in freight, UPS, carhaul and other fields.*

*We in TDU intend to pursue this issue and invite all concerned Teamsters to join with us.*

The charges against Yager, and against Brendan Kaiser, were filed in April by IBT President Ron Carey, after they repeatedly defied Carey's instructions; they went so far as to set-up a rival carhaul grievance panel, headed by Kaiser, covering the Central-Southern area and asked carhaul employers to recognize it.

The GEB in March clarified the IBT Constitution, so there was no doubt about its meaning: the IBT president has the ultimate power to appoint union grievance committee chairs. Yager continued on his course, in effect appointing himself Teamster president. Carhaul employers of course had a field day with the undermining of our union.

After the charges were filed, a three-person panel of local Teamster officers conducted a hearing, and made a report to the General Executive Board, who accepted the bulk of the panel's findings and modified them somewhat.

In addition to undermining grievance reform, Yager was also found guilty of making sweetheart deals in the freight industry and failing to report them to the International for review or present them for a membership vote.

Carey also charged him with raising the per capita dues of the Central Conference in 1991 without the approval of IBT president McCarthy. The GEB did not find Yager guilty of this charge. The Board also did not sustain a charge that Yager acquiesced in Wintz Parcel's attempt to relocate operations in retaliation against Locals 407 and 135.

Both Yager and Kaiser have been banned from holding any Teamster position or office in the future, though both can maintain their membership and work in the craft.

**More Trips to Court?**

Yager has been ordered out of office as head of the Central Conference. It is very likely he will be back in court against the Teamsters union, claiming he is being unfairly picked on.

Of course, if any local union or officer (old guard, new guard or whatever) set up a rival grievance panel to that designated by the IBT president, and then began to deal with the employers, and got grievances postponed as a result, and continued this course after repeated instructions to stop, it would seem clear they would be charged! Yager has a perfect right to dissent and to criticize Carey and reform, but no Teamster has the right to take over the grievance process or decide that they interpret the IBT Constitution, not the General President.

**What Now?**

Yager's removal is necessary, so that the elected Teamster leaders can maintain a course of grievance panel reform under the national contracts. It also indicates that officers who openly collude with the employers or sign sweetheart deals will be dealt with. "This sends a signal that no one has the right to block the reforms the members voted for," Ron Carey stated after the GEB's action.

That grievance reform process, including changing old guard personnel in various conference JACs, needs to go forward. We intend to see that happen.

## Do Not Send Canned Goods

Jack Yager's removal from Teamster office as a result of being found guilty by the GEB of undermining grievance reform and sweetheart deals could possibly dent his income. But in case you were thinking of sending him a donation or some canned goods, recall that last year he made $707,820 from our dues. Most of this came in a lump sum payment from the Retirement and Family Protection Plan.

## Addition to $100,000 Club

In our September *Convoy Dispatch*, we published details regarding 170 top Teamster officials who received total compensation of more than $100,000 in 1992, including at least $80,000 in salary.

One official was omitted, due to a lack of available LM-2 forms on file at the U.S. Department of Labor. That official is now listed, bringing the total club membership for 1992 to 171.

| Name | City | Salary | Total Comp. | Affiliates |
|---|---|---|---|---|
| Joseph Galli | St. Louis | $94,493 | $102,623 | JC 13, L 688 |


## The Legal Rights of Union Stewards

*A comprehensive explanation of the rights of union stewards, officers and business agents. Written in an easy-to-read, question-and-answer format by attorney Robert Schwartz. Topics include the right to information, duty of fair representation, Weingarten rights, and protecting the grievance process.*

**Price:** $9.95 each (postage and handling included); $8.95 each for 5 or more.

Please send me _____ copies.

Amount enclosed $_____

VISA/Mastercard # _____ Exp. date ___/___

Signature _____

**Send to: TDU, Box 10128, Detroit, Mich. 48210**


## Statement of Independent Review Board

On behalf of the Independent Review Board, I am contacting you in reply to the story appearing in the *Washington Times* on September 6, 1993 which indicated that the Independent Review Board is in the process of investigating charges that Mr. Ron Carey "has ties to organized crime figures and knowingly appointed some of them to high union posts."

Please be advised that it is the responsibility of the Independent Review Board to investigate all allegations received by it with regard to any member of the Teamsters, including Mr. Carey, in relation to such charges of corruption. Specifically, with respect to Mr. Carey, you should be advised that ***the Independent Review Board at this time has absolutely no credible evidence supporting any allegations of improper ties to alleged organized crime figures.*** With regard to the specific examples cited in your article, you may be further advised that the Independent Review Board at this time has no credible evidence upon which to find any improper involvement by Mr. Carey with regard to any of those matters. ***Please correct these serious misstatements and inform the Independent Review Board of the efforts to do so.*** (emphasis added)

### IRB Calls for Retraction ...

## Smears Against Carey Continue

The Independent Review Board (IRB), with Judge Frederick Lacey as its most influential force, has responded to reports circulated by old guard officials that Ron Carey has ties to organized crime. The IRB has called for a retraction of these "serious misstatements," as shown in the above statement.

On Sept. 6, the old guard planted a story in the *Washington Times*, a conservative newspaper often called the "Moonie Paper" because it is owned by the Reverend Sun Yung Moon's religious cult. The article recirculated stories that Carey had ties to organized crime and tried to use the name of the IRB and Judge Lacey to gain credibility. Because this article appeared on Labor Day, a number of legitimate news outlets picked it up on the wire service.

Two days later the IRB issued the strong denial above, noting that there is "no credible evidence upon which to find any improper involvement by Mr. Carey with regard to any of those matters," and calling for a correction of the bogus report.

Ron Carey issued a statement in which he said, "Some people in management and in the union itself are fighting back. They want things to go back to the way they used to be. I expect the smear campaign to go on, but it won't stop Teamster reform."

It's amazing that the same old guard officials who never uttered a peep when the mob was demonstrably in control of our International union are now slinging wild and baseless accusations about Carey. As if they were serious about cleaning up corruption in our union!

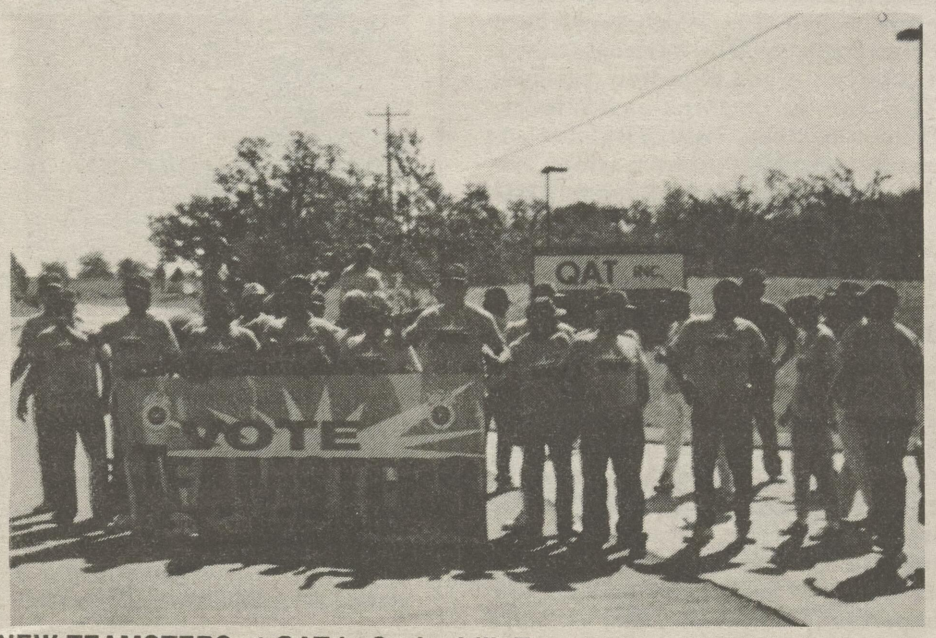
# CARHAUL NEWS

## Spring Hill, Tenn.

# QAT Drivers Overwhelmingly Vote Teamsters

"We did it!" a new Teamster member exclaimed after the QAT drivers in Spring Hill, Tenn., voted Teamsters by a wide margin. The vote means the Teamsters scored an organizing victory at the largest single double-breasted carhaul terminal.

The victory was no accident. The International went all out, because of the significance of it. "And International organizers Doug Webber and Butch Clark did an outstanding job," Jim Carothers said. Webber is the IBT organizer assigned to the carhaul division. Carothers, steward at CCI in Detroit Local 299, was in Spring Hill for a week leading up to the vote to assist the drive.




NEW TEAMSTERS at QAT in Springhill, Tenn.

The numbers tell it was a strong effort. Out of 85 drivers, 83 voted; 62 for the Teamsters, only 20 for the "Production Workers Local 707," a pro-company operation out of Chicago, which the employer had allowed in to "represent" the drivers. One vote was challenged. The NLRB conducted the vote on Sept. 12. At 10 a.m., the QAT drivers marched from a Teamster barbecue nearby to the vote, with banners flying and Teamster T-shirts proudly worn. They were joined by some local Teamsters as well.

The day capped an organizing drive that united the drivers and blew an anti-union effort by the employer out of the water. QAT is a non-union subsidiary of Ryder, and uses a labor contractor, Transportation Unlimited, at the Spring Hill operation.

The next challenge will be to bargain a contract. It is vital to win the protection of the national carhaul contract.

Spring Hill drivers—welcome to the Teamsters!

## Big Victory Over Double Breasting

# Jack Cooper Violates Article 33

The Board of Arbitration found that Jack Cooper violated Article 33 by allowing its double-breasted non-union subsidiary, Vehicle Processing and Distributing Inc. (VPD) to bid bargaining unit work normally performed by Teamsters at Pacific Motor Trucking Company. The decision handed down last month comes after a long fight by Los Angeles Local 63 with Jack Cooper since the opening of the non-union owner-operator terminal in San Diego in mid 1991. "Thanks goes to our General President and the legal staff at the IBT," said Sam Fenn, business agent for Local 63. "We all are aware of what double breasting has done to the freight industry and because Carey was able to negotiate strong language in Article 33, Work Preservation, carhaulers are able to fight back and win. This is a significant victory for Local 63 and this decision should serve as a precedent in our ongoing battles against double breasting elsewhere."

### Los Angeles Local 63

A complete remedy has not been worked out. The issue is being remanded to the company and the director of Western Conference carhaul division, Jim Roberts, for resolution, with the Arbitration Board retaining jurisdiction. It is expected that a large back-pay settlement will be awarded to the Teamsters who were affected by the diversion of work.

# Fighting Off Competitive

**Mike Hadden**
**Local 604, Cassens**
**St. Louis**

The Fenton, Mo., terminal drivers committee was recently called to a follow-up meeting to discuss the particulars of Cassens' proposed competitive agreement. The full, half agreement would be between Cassens Sheffield, Ohio, and Fenton terminals.

A motion was passed 8 to 2 to shelve this proposal until we deal with the issue of 125 loads from Sheffield to the St. Louis area that was paid full, half. These 125 loads have been grieved by a brother member at the Sheffield terminal and are on the next Central-Southern docket.

Our committee is actively trying to get together with our brothers in Sheffield to hammer out a competitive agreement that will be beneficial to all. It's time we realize that our Teamster brothers that live in other parts of the country are not our adversaries but victims of company intimidation and manipulation. After all it is the company that puts these schemes together and tries to pit driver against driver in order to cut the rates. We need to stand as one in solidarity and not let the employer divide us.

# New Rules for National Grievance Panel

The International union has successfully bargained with the carhaul employers to get some improvements in the Rules of Procedure for the national panel, and also has called for the same changes in lower panels. There are definite improvements for grievance reform.

Some of the changes give members more access to information, while others help assure a fair hearing. These include:

- Rules of Procedure to be posted outside the hearing room.
- Identification of all panel members at the outset of a hearing.
- Written decisions giving reasons and also identifying panel members.
- Right to a transcript in discharge and Article 5 seniority cases, at cost.
- Mandatory 48-hour advance exchange of exhibits to be introduced.
- Right of grievant and steward to participate in grievant's national hearing.

In addition, all city, state and conference panels are to submit their rules for review by the national panel. The national panel may make adjustments to those rules in line with the national rules. This is to be done by February 1994.

Noticeably absent from the new rules is the right of stewards to attend all hearings, not just those that they are involved in. The union has fought for this right, but the employers refuse to budge. They want to keep stewards out and in the dark. The battle to win this right has to go on, and we intend to make sure that it does till we win it.

All carhaul local unions have been provided with a copy of the new rules. Any interested Teamster should be able to obtain them. If you have trouble doing so, contact TDU.

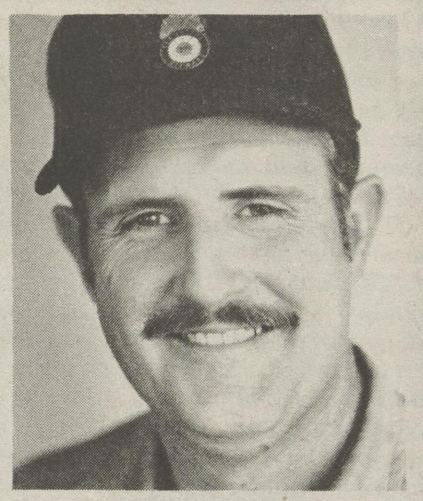
## Victory at Hadley

Carhaulers in California were successful in fighting off being forced to become owner-operators in order to follow their work to a new terminal in Long Beach. Hadley Automobile Transport tried to force drivers to buy equipment in order to follow their work when it opens the new owner-operator terminal. A decision by the NATJAC, however, held that drivers "cannot be required to purchase equipment as a condition of their employment in Long Beach." Affected drivers are those employed in Mira Loma, Montebello and Benecia.

***Attend National Carhaul Meeting***

**TDU Rank & File Convention**
**Oct. 29-31 • Pittsburgh**

***See page 7 to register now.***



## *I'll Be There*

***Jim Carothers***
***Local 299, CCI***
***Detroit***

*I am proud that as a TDU member we are able to take some of the credit for the positive changes that are happening in our union. There is still a lot to do, however, and now is no time to rest. I invite all carhaulers to join me at the TDU Convention and especially at the carhaul jurisdictional meeting in Pittsburgh.*

*We've only begun to make a difference—the carhaul industry has more than its share of problems. To complete the job we need your help. See you there!*

# Build the Reform Movement by Recruiting New TDU Members

*Recruitment of new members is the lifeblood of TDU because we are an activist organization that depends on membership financial support and involvement.*

*Coming off the great victories we've won—majority rule on contract votes, the Right to Vote and the first democratic election of IBT officers—our movement is now facing new challenges.*

*There's much to be done, such as reforming bylaws, winning local union elections, organizing for better contracts, and organizing the unorganized. More and more TDUers are taking a leadership role in these areas. In fact, our many victories have put TDU in the position of no longer being a purely "dissident" caucus within the union, but now a leadership caucus for reform and building a stronger union and labor movement.*

*A tendency after so many victories can be to relax and assume that our new reform leaders are going to solve our problems. That's not what our TDU movement is about. We're about a membership that's informed, active and keeps its leadership on their toes. And we're about a leadership that's constantly renewing itself, with ideas and new leadership straight from the rank and file.*

*But the fact is that organizing and keeping people informed takes money and mobilization. Many good Teamsters who support our movement have not yet joined TDU. Many of them call TDU for advice and information. We're proud of our position in the union, where members know they can turn to us with their ideas and for information.*

*A lot of Teamsters make that phone call and they assume that TDU will be there for them. It's easy to see how a member would think that TDU must be rich to have won these major victories.*

*TDU is there for all Teamsters because of the support given by thousands of TDU members. It's up to us, as TDU activists, to convince all of our supporters that they need to affirm that support by signing a membership card and joining TDU today.*

***Convoy Dispatch** spoke with three of the many TDUers who have been making recruiting a priority and succeeding at it. We asked them for their comments on why it's important to build TDU through recruitment, and how they're doing it.*

**Bill Haley**
**Local 822, Roadway**
**Norfolk, Va.**

In our case the leadership of the local union helps our recruiting efforts. We're trying to mobilize a force between now and next September's local election. We've given hope to the members that we can do something.

Members are willing to get involved if you've got something for them. They see that we are moving, doing something. We are meaningful—that's a key part of it, if people see that what you're asking them to do is meaningful.

For years, people were kept segregated in our local, by work jurisdiction, carhaulers from UPSers, etc. We've crossed industry lines and knocked down barriers that the local has tried to keep up. The *Convoy Dispatch* and our chapter's *Convoy* newsletter are the best tools for that.

I tell people who want to get involved, here's a TDU card, sign it and give me your $35 dues—and you're involved. From that point on you're the driver. You progress at your own rate as to how much more you want to get involved.

Goals are important. When the members see you've got goals and you achieve them, they're eager to get involved. We set out to change our bylaws, and we did it. Last year at the TDU Convention during the chapter pledge drive R.V. Scott, David Vinson and I were sitting at our table and I asked, "Guys, what do you think?" We knew we were representing our chapter and we said, "Let's make a goal and go out on a limb." We pledged 300 bucks and we knew we only had 50 in our chapter account. But in a couple of months we had our goal. Now we've got enough to send three or four members to the TDU Convention this year. See what I mean? Goals are important things.

You've got to motivate people. You've got to set short-term goals and long-range goals. And you've got to keep setting goals. Once you achieve them, you can't let it die. In '94 our goals are to cap the severance pay in our local bylaws and to staff our local with as many reformers as we can.

From 1987 to now our TDU membership has grown considerably. In the last two years it's more than doubled. We're showing members they can make a difference. You've got to be here to appreciate when someone new steps forward and says he'll help. It does my heart good because I remember when there were just a handful of us.

**M.C. Jordan**
**Local 528, Complete Auto Transit**
**Atlanta**

Recently in Local 528 we recruited 12 new members. We've got a recruitment drive going on and the prospect of a lot more new TDU members because of the way the membership's being treated by Jerry Cook (the local president).

I made up my mind to carry my TDU cards in my pocket and start asking people to join. We've still got people in the old guard fighting us, and we're fighting back through TDU. Alone, there's nothing you can do. You've got to have organization.

I asked a guy to join and he said, "If the union can't help us we don't need any outside help." A while later I went back to him and asked him, "Do you still think we don't need any help in our local?" He signed a TDU card and gave me his $35 dues.

I don't care what you do, if you single a person out and use their name, remember their name, nothing makes them feel more important. And if you give them a job, they can't say no.

We need TDU recruiters, like stewards, at each barn in every local. And something we all need to do a better job of is welcoming new members into our local chapters.

**Gordy Teller**
**Local 741, Sealand**
**Seattle**

What tools do we have for building TDU? We in TDU understand that informing and educating our Teamster brothers and sisters has always been the strength of TDU. It is what attracts Teamsters to and ultimately has built TDU into the organization it is today. Fellow members trust TDU for accurate, credible information. Although times and issues change, TDU has remained omnipresent, always willing to address the issues facing our union.

In 1992 we in TDU realized a major dream and goal when we elected Ron Carey and a reform General Executive Board at the International level of this union. But those who were displaced by this first-ever democratic election ran to the conferences and joint councils with other old guard and entrenched officials. These self-serving relics of our union refuse to cooperate with our new leadership and use every opportunity to derail Carey's efforts with smears and lies. They tend to forget that it was the rank and file who put him in office and mandated reform.

## *I'll Be There*

***Lucio Reyes***
***Local 601 Secretary-Treasurer***
***Stockton, Calif.***

*I am looking forward to coming to the TDU Convention to share with other strong Teamsters the experiences we've had and the lessons we've learned in our two-year struggle with Diamond Walnut. United we stand! Divided we fall!*

# TDU Leaders Plan Growth, Convention

The August meeting of the TDU International Steering Committee (ISC) focused on plans for the upcoming TDU Rank & File Convention and on building the TDU movement in the New Teamsters Union.

"We are in a new period for this movement. We have tremendous opportunities, and also challenges. With the victories we've won, we take on new responsibilities," TDU organizer Ken Paff stated in his report to kick off the meeting.

Much of the meeting was taken up with a detailed discussion of the October convention. It is the job of the ISC to plan the annual convention, the major event in the Teamster rank and file movement. Speakers, major sessions, workshops and special events were discussed and charted.

Before going through details of the program, the ISC discussed the theme and goals of the convention. While last year's convention focused heavily on the direction of TDU in the New Teamsters, this year's event will focus more on building our rank and file movement, and winning more victories.

The ISC also began to look ahead to the 1994 TDU Convention, tentatively slated to be held at a resort near Chicago. The staff is now working out details with the hotel, and expect to be able to announce the date and location for 1994 at this year's convention.

**What Is the ISC?**

Frieda Burgan, serving her first term on the TDU leadership body, pointed out that "many of our members don't know how we operate. In fact, when someone first suggested I run for the ISC, I didn't even know what it was."

The ISC is elected (or re-elected) each year, with members serving a one-year term. Elections are held at our annual convention, and any TDU member is eligible to run. There are always contested elections, as new TDU builders at the local level put themselves forward. Frieda Burgan is a good example: she is a good recruiter and also the secretary-treasurer of the Arizona Chapter of TDU.

The ISC meets five times a year, four weekends in Detroit and at the TDU Convention, to oversee TDU activities, plan recruitment and fundraising, and take on new campaigns. The members who have to fly to Detroit are reimbursed $150 on their plane ticket and the rest is at their own expense. They usually stay in the home of one of the staff. The meetings are held on Saturday, and we generally meet again on Sunday morning in an informal setting.

"It's been a real education for me," Burgan stated. "I have attended every meeting this year, and have looked forward to those meetings. It amazes me how these people who sit on the ISC and the staff of TDU are so dedicated to our cause. I look forward to running again this year. The satisfaction of knowing that we are working for and helping so many Teamster members is very gratifying."

# LETTERS FROM OUR MEMBERS

## UPSers Set Good Example

I recently had the privilege of attending an informal meeting with the drivers of UPS in Canton, Ohio. These meetings are held weekly by the steward on Friday morning in the employee parking lot before their shifts start. I'm sure that UPS management doesn't like the meetings because, like most big companies, they're scared to death when they see labor starting to stick together and communicate.

You guys are doing a helluva job and should be an example for the rest of the industry.

**Herb Snyder**
**Local 24, retired**
**Akron, Ohio**

## Where Is Our Representation?

Concerned members of Teamster Local 507 feel that the members at Riser Foods were coerced by our local union into accepting a five-year concessionary contract by threats and intimidation.

On July 27, members attending a concessionary proposal meeting questioned the meeting's validity when officials of Local 507:

- did not give ample notice to the members regarding the meeting;
- did not properly notify active members who were on vacation or sick leave;
- allowed a few laid-off members to vote;
- did not have a court reporter present, or anyone taking minutes;
- never posted or handed out the proposed contract for the members' review.

Officials of Local 507, together with representatives of Riser Foods Inc., bluffed members into believing Riser Foods would back out of a deal and would not honor our existing contract if the concessions were not voted on.

The union is supposed to protect the membership, not coerce members into voting on concessions. As one member so aptly stated, "The local sold us down the river, as they have so many times before."

**Deborah Budzowski**
**Donna Kinsey**
**Local 507, Boston Distributors, division of Riser Foods**
**Cleveland**

## Don't Forget 20-Year Workers

Now that the UPS contract is being negotiated, I have been hearing quite a bit about the 25-and-out and 30-and-out pension programs. These sound like wonderful programs, but everyone seems to be forgetting the 20-year workers. Why has there been so much talk of 25-and-out, and 30-year workers getting $500 increases, when no mention has been made about 20-year workers receiving any increase in pension at all? It's overdue.

**Eulene Peters**
**Local 413, CF**
**Columbus, Ohio**

## Central Pa. Pensions: Burns vs. Members

I'm writing in regard to an article titled "Poverty Pensions in Central Pa." published in the August issue of *Convoy Dispatch*. I'm a member of this fund and would like to compare the rank and file benefit to that of the Chairman of the Pension Trustees and Local 429 President Jim Burns.

Rank and file members with 30 years of service are retiring with approximately $850 a month, and that's the top benefit. Mr. Burns' multi-pensions earn him quite a different lifestyle.

Mr. Burns has 30 years of service as an officer so he is entitled to the maximum in the Affiliates Plan, or $2,140 a month ($25,680 a year). His Joint Council 53 Pension Plan entitles him to 63% of his salary, which adds another $58,000 a year. Mr. Burns' combined pensions total $83,680 a year, equal to approximately 90% of his annual salary, a far cry from the kind of pension benefits those he represents are allowed to enjoy.

It takes us eight years to be vested. Our officers are 100% vested after one three-year term. In January 1992, Burns did away with the rank and file retirees' death benefit of $1,000, while his death benefit is $30,000.

There are eight locals in this pension plan and none have a say in any decision except Local 429, which is run by Jim Burns. Just ask him and he will tell you, "It's my fund," not the rank and file's.

**Don Riccio**
**Local 429, New Penn Motor Express**
**Reading, Pa.**

## Western Conference Pension Petition

The purpose of this letter is to inform you of the feelings of the rank and file contributors to the Western Conference of Teamsters Pension Trust, and to ask for any help or suggestions that you might have to help lower the retirement age of those concerned.

These petitions are being distributed throughout the Western Conference. Naturally, the logistics for an effort like this are difficult. We hope the overwhelming need and desire of the rank and file will overcome the problem.

After listening to many conversations around numerous terminals, restaurants, and on CB radios, we have realized there is a very real and common concern of all Teamsters, young and old, for a lower retirement age. Realizing the general concern of virtually every Teamster, we organized a committee and circulated petitions for a Golden 80-75 Retirement Plan.

We have had an overwhelmingly positive response while gathering signatures. Unexpectedly, we have received a great deal of correspondence with the return of many petitions, praising the effort and offering suggestions that a Golden 75 or 25-and-out would be more appropriate. There has also been concern expressed for a cost-of-living increase for past and future retirees, along with a better health plan for all retirees. Also expressed is a need to address the issue of retired Teamsters working for a non-union carrier in the industry.

Any help or suggestions that you may have would be greatly appreciated. Thank you very much for your consideration of this letter.

**Doyle Green**
**Local 85, Willig Freight**
**San Francisco**
*To correspond or request petitions, contact Grass Roots, P.O. Box 3674, Walnut Creek, Calif. 94598.*

## Change Overdue In Houston

I am a TDU-Ron Carey-Bill Clinton voter and member. In Teamster Local 988 in Houston, leadership change is overdue. The old guard is still in charge here, and we need change.

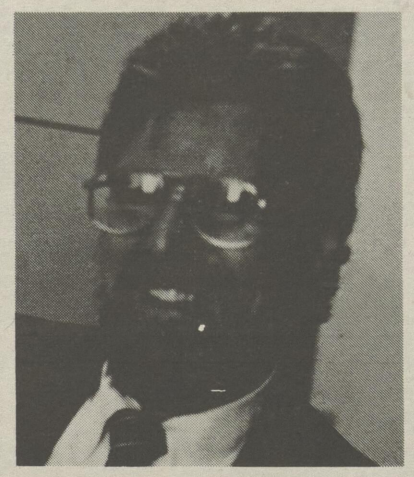
I give thanks everyday for the changes I have already seen. We have just begun to fight. Thanks, TDU!

**Earl Daily**
**Local 988, Chemical Leaman**
**Beaumont, Texas**

## NMFA Must Focus on Railing

I believe it is paramount that we start now to focus on the upcoming freight contract. I feel the most important issue facing us and good Teamster jobs is the ability to put freight on the rails. Companies are using this provision in the contract to circumvent the line-haul system. This must stop. After all, they are trucking companies, and too many of my brothers are losing their jobs because of it.

**Joseph Rodgers**
**Local 229, CF**
**Scranton, Pa.**



## *I'll Be There*

***Michael Goldberg***
***Attorney and law Professor***
***Harrisburg, Pa.***

*I've attended most of the TDU Conventions since 1980 when I was TDU's General Counsel. It's a thrill for me to see how much the rank and file movement has accomplished over the years. There's still a lot left to do, however, and the TDU Convention is a great place to learn about your legal rights in the union and on the job. It's also a great place for TDU lawyers to compare notes and develop new legal strategies.*

## TDU Meets

**ARIZONA**
Saturday, Oct. 23—3 p.m.
9043 N. 36 Dr.
Phoenix

**EAST BAY**
Saturday, Nov. 13—10 a.m.
For information: (510) 653-3865

**HUDSON VALLEY, N.Y.**
Sunday, Oct. 17—10 a.m.
Howard Johnson's
Middleton, N,Y.
Exit 120 off Rte. 17

**NASHVILLE**
Saturday, Sept. 25—2:30 p.m.
Elmhill Pike & Briley Pkwy.

**NORFOLK**
Saturday, Oct. 9—11 a.m.
Western Steer Steakhouse
Military Hwy., next to union hall

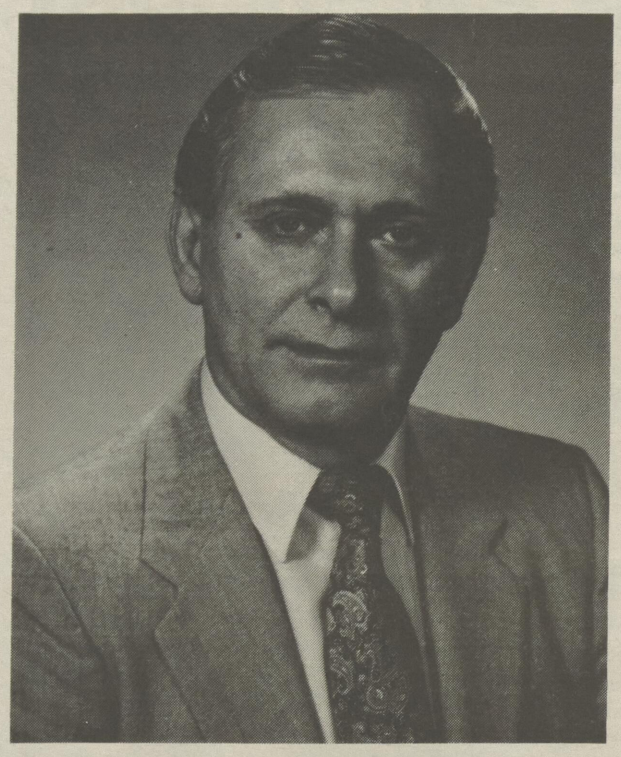
**NEW YORK/NEW JERSEY**
Educational Workshops:
Changing Local Union Bylaws
Understanding Your Local's Finances
Sunday, Oct. 10—10 a.m.
Sunday, Nov. 14—10 a.m.
For information: (212) 874-2360

**SOUTHERN CALIFORNIA**
Sunday, Oct. 3
10 a.m.
VFW Hall
101 S. Main St.
Pomona, Calif.

## MOVING?

Be sure to notify TDU of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class and will not be forwarded.
Contact the TDU office at P.O. Box 10128, Detroit, Mich. 48210 or call us at (313) 842-2600.

# A History of Old Guard Lies



**"Ron Carey is a registered Republican."**
*R.V. Durham campaign leaflet distributed at 1991 TDU Convention.*

**"Ron Carey is a scab."**
*R.V. Durham campaign pages in the October 1991* ***International Teamster****.*

**"Ron Carey owns millions in UPS stock."**
*A lie leaked to the press during crucial UPS negotiations.*

**"Ron Carey has Mafia connections."**
*Anonymous leak to the* ***Washington Times****, the newspaper owned by the Rev. Moon's cult.*

***A Republican, a scab, corporate stockholder and Mafioso. Does this sound like the man we elected to lead our union, or a pack of desperate lies?***

---

## A Rank & File Contest:

# What Will They Think of Next?

**Predict the next old guard lie about Ron Carey and win a three-year membership in TDU.**

***Use your imagination— you know they will!***

*SORRY GUYS! Old guard officials, organized crime family members and Republican federal judges not eligible to win.*

## OFFICIAL ENTRY FORM
## PREDICT THE NEXT LIE

I predict that the next old guard lie about Ron Carey will be:

_____

_____

_____

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

***BE AN INSTANT WINNER! If you're not a TDU member, use the form on page 1 to join today.***